
Willie Abrams is a graduate of the Columbus School of Law of the Catholic University of America, Washington, D.C. He is a member of the bars of state and federal courts of Georgia, and Maryland, the United States Courts of Appeals for the Second, Fourth, Fifth and Eleventh Circuits, and the bar of the Supreme Court of the United States. He began his legal career in 1974 as a Reginald Heber Smith Fellow with Georgia Legal Services Program where he litigated housing, consumer credit, tort defense, and family law cases in the courts of rural Middle Georgia. From 1977 to August 1986, he was the managing attorney of Georgia Legal Services' Columbus Regional Office.

From September 1986 to 1999, Willie Abrams served as an Assistant General Counsel for the National Association for the Advancement of Colored People (NAACP), headquartered in Baltimore, Maryland. He coordinated the NAACP's amicus curiae docket for Supreme Court cases and supervised some of the organization's cases in other federal and state courts. From October 1998 to May 1999, he served as Legislative Counsel to the NAACP's Washington Bureau, the organization's Legislative Advocacy arm in Washington, D.C. Willie joined the Legal Services Corporation's Office of Program Performance in May 1999 as a Program Counsel where he has worked, and continues to work with LSC-funded programs in many of the Southern states. His area of specialization in the Office of Program Performance is Training and Rural Delivery.

Dan Alberts is a consultant with Effectiveness Associates located in the Lincoln, Nebraska office. He has mediated individual and group conflicts for over ten years in both the private and public sector and is often selected by school and government agencies to assist in conflict resolution that involves legal issues. Dan is a school superintendent and a practicing attorney. He provides school officials legal and procedural advice to solve labor, special education and service requirement issues. Dan stays in touch with the people directly involved with public policy through business leadership roles, lobbying efforts and direct work with parents and children making post-high school plans. Dan and his wife Beth have two grown children, Hillary and Molly. Both have lived overseas and provide their parents lots of perspective as to how others see the world. Dan's consulting expertise and specializations include the following: Team Development, Group Facilitation, Strategic Planning, Mediation Services, Mediation Training and Consensus Building.

Hazel Apok is an enrolled member of the Katyaak Tribe, more commonly known as the Naïve Village of Kiana. Kiana is located approximately 40 miles above the Arctic Circle and 60 miles east of Kotzebue, the hub community of Northwest Alaska. Kiana has two forms of government, tribal and city. The municipal government incorporated under State charter in 1964 and the tribal government was formally

organized in 1987. Hazel was hired in March 2002 as the Environmental Specialist for the tribe and serves as the Mayor of the City of Kiana. She has also served as President of the Tribal Council and various regional and statewide Boards and Committees representing the native community.

Hazel was adopted as a baby in 1951 and traveled by dog team from the village of Noatak (60 miles north of Kotzebue) to Kiana where she grew up until the age of 14 when she had to leave her village to attend high school and college. She attended high schools in Sitka, Palmer and Fairbanks, Alaska and graduated from Kailua High School in Hawaii. After one semester at Fort Lewis College in Durango, Colorado, she attended Alaska Rural Training Corps with emphasis on Human Resource Development. Her career as an Administrator has taken her to many parts of Alaska and after a 28-year hiatus, she has returned home to Kiana. With regard to rural issues, Hazel was one of twenty witnesses statewide and provided testimony in a class-action lawsuit against the State of Alaska on the lack of adequate police protection in off-road, rural communities in the state. As it is with most issues, we must fight to gain equality, such as providing an opportunity for our youth to attend high school at home. In the short time that Hazel has worked for the tribe's environmental program, she has found her passion and hopes to share ideas with other participants of the symposium.

John R. Baker is the staff attorney for the Iowa Concern Hotline, an information and referral service of Iowa State University Extension Service. He earned a Bachelor of Science degree in Business Administration, a Masters of Business Administration and a Juris Doctorate from Drake University in Des Moines, Iowa. In addition to his duties at Iowa Concern Hotline he is the administrator of the Beginning Farmer Center.

Baker drafted the legislation that created the Beginning Farmer Center and serves as the Center's administrator. In 1991 he started the Farm On project which links farmers and landowners with beginning farmers. He has helped to establish similar linking programs in several states. He is a founding member of the National Farm Transition Network and serves as its Coordinator. In 1995 he created the Farm Savvy manual that contains material on the transition of a farm business to the next generation and is widely used throughout the nation. Baker gives numerous talks across the country on the business succession planning process and has lectured in Canada, England and Japan. He emphasizes the necessity of understanding connections between the people, plans, business entity and the technology used in the business.

Bill Beardall is the Executive Director of the Equal Justice Center, a non-profit public interest law center based in Austin, Texas, which advocates for legal and

economic fairness for low-income individuals and communities. Mr. Beardall has been recognized for his work on the employment rights of immigrant and low-wage working people and on reform of indigent criminal defense procedures in Texas. He has practiced as a civil rights and employment lawyer for low-income clients since 1978, including previous work as Legal Director for Texas Appleseed and Migrant Litigation Director for Texas Rural Legal Aid (TRLA). During that time he has spearheaded numerous cases and campaigns to improve public justice for the poor.

From 1984-1999, Mr. Beardall headed the TRLA Migrant Worker Division, helping build it into one of the nation's most successful legal services programs defending the employment rights of migrant agricultural workers. From 1999-2001 he helped lead the coalition campaign that won enactment of the Texas Fair Defense Act, a historic reform of Texas indigent defense laws. Currently, through the Equal Justice Center, he is leading efforts to implement the Texas Fair Defense Act reforms, while also building new employment justice programs designed to give low-wage working people who are excluded from the justice system, an increased ability to secure their workplace rights. The EJC's Poultry Worker Justice Project, for example, helps low-wage workers in the poultry industry across the South improve notoriously poor working conditions such as high rates of workplace injuries, underpayment of wages, and mistreatment of immigrant workers. Mr. Beardall is a 1978 graduate of the Harvard Law School, and a 1975 graduate of Rhodes College in Memphis, Tennessee. In 1997 he was awarded a Harvard Law School Wasserstein Fellowship which recognizes outstanding public interest lawyers in the U.S. and in 2000 he received the ABA Litigation Section's John Minor Wisdom Award recognizing his career as an advocate for the poor.

Stephon Bowens is Executive Director of the North Carolina Association of Black Attorneys' Land Loss Prevention Project. A native of Raleigh, North Carolina, he graduated from North Carolina State University in Raleigh, where he majored in Political Science, with a minor in Business Management and a certification in Criminal Justice. He graduated from North Carolina Central University School of Law in Durham in 1994, where he received the American Jurisprudence Award for the highest academic achievement in Professional Responsibility. He is the first in his family to hold a professional degree. After serving as a staff attorney with East Central Community Legal Services, he coordinated the North Carolina Education and Law Project (a division of the North Carolina Justice and Community Development Center). At the Justice Center, he was instrumental in litigation, which resulted in implementation of an intensive remedial education program in the public schools of North Carolina to compensate for the disparate impact that standardized tests have on minority and handicapped students. In 1998 he became Executive Director of the Land Loss Prevention Project (LLPP). The LLPP is a non-profit, public interest law firm affiliated with North Carolina Central University School of Law.

Edward Coghlan grew up in various parts of the country and overseas. He received his bachelor's degree from the Evergreen State College in Olympia, Washington in 1976 and his law degree from Northeastern University in 1985. He also attended the University of New Mexico School of Law as a visiting student. He resided in rural Mexico for several years, doing local history research. Prior to law school he worked as an elder home care case manager in Boston, primarily with non-English speaking clients. During law school, he clerked for the American Civil Liberties Union and United Farm Workers in South Texas, the Colorado Rural Legal Services Migrant Program, as a Social Security appeals paralegal and a volunteer with Centro Present, a refugee rights group that provided representation to Central American asylum seekers.

After law school he worked as a Special Collections Librarian for UNM law school, Senior Citizens Law Center in Albuquerque and as a staff attorney for Northern New Mexico Legal Services. In 1989, he began working for Southern Arizona Legal Aid in the Safford and Nogales (Santa Cruz County) office. Ed and his co-workers have been active participants in the local coordinated Community Response Team, The Arizona Battered Immigrant Women's Coalition, The National Network on Battered Immigrant Women and the International Alliance Against Family Violence.

Regina Derzon is the on-site coordinator for the Rural Issues & Delivery Symposium. She works as a consultant to the Legal Services Corporation on various special projects. She began her legal services career in 1978 in an LSC-funded program in Nashville, Tennessee. She served as Executive Director of NEBO, the Legal Services Nationwide Employee Benefits Organization in the San Francisco Bay Area for 8 years before returning for a second stint in graduate school. During and after graduate school, she worked with the National Legal Aid & Defender Association as a consultant and employee. Upon leaving California, she returned to Tennessee where she worked in an association management company and at the state support office for legal services along with being an Adjunct Professor of Business at various community colleges.

Tania Diaz is a managing attorney with Nebraska Advocacy Services, Inc. (NAS) a non-profit, private agency that advocates on behalf of individuals with disabilities. In her capacity as a managing attorney, Tania facilitates the Legal Advocacy Team meetings on a weekly basis and also facilitates agency planning process meetings involving NAS and members of the public. Tania has also worked with Dan Alberts for the past ten years providing mediation trainings and facilitations.

Tania is a mediator for the Lincoln-Lancaster Mediation Center and has settled disputes concerning landlord-tenant, employment discrimination, and small claims

court for the past six years. Tania and her husband Chuck recently became parents. Their child Malayna has given them a perspective on life unlike any other and has shown them the gift of being a parent

Charles W. (Chuck) Fluharty is Director of the Rural Policy Research Institute (RUPRI), the only national policy institute in our country solely dedicated to assessing the rural impacts of public policies. This comprehensive approach to rural policy analysis involves scientists from member institutions at Iowa State University, the University of Missouri, and the University of Nebraska, as well as numerous researchers, policy analysts and policy practitioners from other universities, research institutions, governments, and non-governmental organizations. To date, over 200 scholars representing 16 different disciplines in 80 universities, 40 states, and seven countries have participated in RUPRI projects.

He is a Research Professor and Associate Director for Rural Policy Programs in the Harry S Truman School of Public Affairs at the University of Missouri-Columbia and also holds an Adjunct Faculty appointment in the UMC Department of Rural Sociology. He is the 2002 recipient of the Distinguished Service to Rural Life Award from the Rural Sociological Society, the 2002 USDA Secretary's Honor Award for Superior Service (jointly to RUPRI), the 2001 Friend of Rural Counties Award from the National Association of Counties, the 1999 National Rural Development Partnership Recognition Award, the 1998 Distinguished Service Award from the National Association of Counties, and the 1998 Recognition Award from the National Organization of State Offices of Rural Health. Chuck was born and raised on a fifth generation family farm in the Appalachian foothills of eastern Ohio, and is a graduate of Yale Divinity School. His career has centered upon service to rural people, primarily within the public policy arena.

Doug German is the Executive Director of Nebraska Legal Services and has been with the organization since the merger in 2000. Upon graduation from law school Mr. German was a staff attorney for two years with the legal aid program in Lincoln, Nebraska. He has been practicing law for more than 30 years, and has more than 28 years management experience. Prior to joining Nebraska Legal Services, Mr. German was a partner of his own law firm, served as Chief Bar Counsel to the Arizona Supreme Court, and co-founded one of the first private legal clinics in the United States.

Jim Gordon is the Board President of Nebraska Legal Services. He was a member of the Legal Services of Southeast Nebraska Board of Directors from October 1988 until the merger in 2000. After the merger, Mr. Gordon became the President of Nebraska Legal Services. Mr. Gordon has been practicing law for more than 28 years

and is currently a partner with DeMars, Gordon, Olson, & Shively Law Firm, where he specialized in trial work with an emphasis on domestic relations, family law, personal injury, business litigation, and mediation.

Scott Hartsook is a 1977 graduate of the University of Iowa College of Law. He has worked for the Legal Services Corporation of Iowa since 1988, where he has been the Managing Attorney of LSCI's Farm Project. Since 1998, Scott has also managed LSCI's statewide Legal Hotline for Older Iowans. Scott is currently helping establish LSCI's Senior Citizens Internet Project, which will connect 85 Iowa senior centers with LSCI's Legal Hotline through LSCI's new web site.

Leif Jensen is Professor of Rural Sociology and Demography at The Pennsylvania State University, and Senior Scientist with the Population Research Institute, also at Penn State. In 1987 he received his Ph.D. in Sociology from the University of Wisconsin-Madison, where his research focused on poverty and Public Assistance use among immigrants to the United States. He held positions as a Sociologist with the Economic Research Service (USDA) and as Assistant Professor of Sociology at Bates College, before moving to Penn State in 1989. His research interests are found within social stratification, demography, and the sociology of economic development. While he continues to do some research on immigration issues, the main focus of his grants and publications in the past fifteen years has been on poverty and employment in the United States generally, and in rural areas in particular. At Penn State he teaches graduate courses on poverty in the rural U.S., on international rural social change, and on problems of children and youth in developing countries.

Monte Jewell completed a philosophy degree at California State University Bakersfield in 1991. He grew up in a nearby rural part of California. After completing additional coursework at U.C. Davis, he moved to Missoula, Montana in 1994 to attend law school. During law school, he discovered the local legal services office through work on various community projects, including legal research into ethics problems raised by "unbundling" trends, formation of a nonprofit preschool and co-founding crime victim and pro se assistance clinics for victims of domestic violence. After admission to practice in Montana in 1997, he practiced domestic relations law for three years with Alterowitz Law Offices in Missoula. For the past two years, Monte managed services provided by the Montana Legal Services Association program across eight rural counties, primarily to domestic violence survivors. Up until October 2002, Monte was a staff attorney with Montana Legal Services.

David Kozlowski is currently the Assistant General Counsel for the Legal Aid Society of Middle Tennessee and the Cumberland -- a newly organized program, formed by the consolidation of three Legal Services providers, which handles cases in forty-eight mostly rural counties. Kozlowski did his undergraduate work at Rutgers, the State University of New Jersey, and received his law degree from Vanderbilt in 1974. After a short stint in the Army, Kozlowski returned to Vanderbilt where he was a member of the faculty of the Legal Clinic, specializing in juvenile justice issues. In 1980 Kozlowski joined the staff of Legal Services of South Central Tennessee, a program which provided legal assistance to low income persons in fifteen mostly rural counties south of Nashville. After two decades with LSOSCT, he went to work in 2001 with the Tennessee Justice Center, a non-LSC program in Nashville which concentrates on class action impact litigation relating to health care and welfare assistance. On January 1, 2002, Kozlowski returned to the LSC funded Legal Aid Society. In 1997, the Tennessee Bar Association named Kozlowski its public interest lawyer of the year.

Maria Luisa Mercado is a sole practitioner at Maria Luisa Mercado, Attorney at Law, in Galveston, Texas. Formerly a staff attorney with West Texas Legal Services, she was a member of the board of the Legal Aid Society of Lubbock from 1985-89, serving as President of that board from 1986-87. Ms. Mercado was also an Assistant Attorney General in the Consumer Protection Division in the State of Texas.

Ian Morrison is Senior Counsel with Legal Aid Ontario, a not-for-profit corporation responsible for providing legal aid services to low income people and disadvantaged groups in the province of Ontario, Canada. Ian was called to the bar of Ontario in 1981. From 1990 – 1992, he was Executive Director of the Clinic Resource Office, an LAO office which provided legal research, law and policy analysis, training services and a variety of other supports to more than seventy independent community legal clinics across Ontario. Clinics in Ontario range from urban clinics in the centre of Toronto, one of the world's most multi-ethnic cities, to clinics across northern Ontario (a sparsely populated area larger than the state of Texas).

Ian is currently working to organize a major conference on future directions for clinic law services in Ontario, to be held in June 2003. It is expected that an important discussion at the conference will be how to develop new and innovative strategies to deliver poverty law services to rural areas, isolated communities and remote areas of the province.

Claire Parins is currently the Director of Content Management & Training and the Illinois Tech Center for Law & the Public Interest where she is helping design and manage three websites: www.IllinoisLawHelp.org, ww.IllinoisLegalAid.org, and www.IllinoisProBono.org. Before joining ITC, Claire was the Director of the ABA's Rural Pro Bono Delivery Project. As director of that Project, she worked to generate new resources, ideas, and volunteers for low-income clients living in rural areas. The Project evaluated 178 proposals in two grant rounds and then distributed and managed small grants to 13 recipients from a variety of organizations across the country. Claire also worked at the National Center on Poverty Law where she supervised the development and launch of www.povertylaw.org and practiced employment and environmental law at Wildman, Harrold, Allen & Dixon in Chicago. She is a graduate of Northwestern University and the University of Wisconsin Law School.

Susan L. Patnode is the Executive Director of the Rural Law Center of New York, Inc. The Rural Law Center is a non-profit, legal services organization working collaboratively at state, county and town levels through direct services and local, community-based coalitions and partnerships to meet the needs of New York's low-income, rural population. She received her J.D. from Vermont Law School, and during her law school career, worked for Families USA, a national advocacy organization in Washington, DC. Prior to her work with the Rural Law Center, Ms. Patnode worked as a legal services attorney, as well as in her own private practice concentrating in Family Law. She is a certified arbitrator and mediator, and is an active participant and trainer in rural community mediation. In addition, Ms. Patnode is currently an adjunct faculty member at the State University of New York at Plattsburgh, where she offers courses in Family Law, Social Services Law and Women and the Law.

She is an active member of professional associations, committees and advisory boards on the county, state and national levels. She is a frequent speaker and panelist on issues and strategies relating to the legal needs of low-income, rural clients. She has authored manuals, client workbooks and guides, as well as academic articles, including the bio-critical entry for "Sarah Weddington" in *Significant Contemporary American Feminists* from Greenwood Press (1999). At the Rural Law Center, Ms. Patnode has been responsible for the design and execution of several nationally-recognized, innovative program models. The Center's work also includes programs that address issues of rural housing and pro bono support for micro enterprise. All Rural Law Center efforts are designed to result in direct services to rural clients in counties across the state...services that will strengthen independence and economic self-sufficiency, and improve overall quality of life for individuals, families and communities.

Ken Penokie graduated in 1975 with a B.A. in Business Administration (hockey player degree) from Michigan Technological University. Cooley Law School got rid of him in 1979, he squeezed passed the bar exam and went to work for Legal Services of Northern Michigan September 1979. He staffed a mostly one attorney field office in Escanaba until January, 1992, when was given the titled of deputy director. He served as director by default October 98 until June 99. Second director by default stint in progress commencing June, 2001- appears to be relatively permanent. His legal sub-specialties include Social Security Disability and third party custody defense.

He is a third generation Yooper (native of the Upper Peninsula of Michigan); semi-retired dog musher; fore deck person on the most successful sail boat in Escanaba; and father (who doesn't know anything) of two teen-age boys.

Melissa Pershing “telecommutes” from her home in Raleigh, NC to her position as Program Counsel – State Planning for the Legal Services Corporation (LSC). Prior to taking her position with LSC in 2001, she served as the Executive Director of Legal Services of North Carolina (LSNC), the fifth largest LSC program in the country, with 200 employees in 12 field offices across the state and statewide advocacy units focused on children, domestic violence, farm workers and environmental law. She has also served on the executive staff of the North Carolina Bar Association, directing the activities of the statewide pro bono support program and North Carolina lawyer referral service. Prior to receiving her J.D. from Georgia State University College of Law in 1994, she spent 13 years in corporate communications, marketing and public relations.

Tina Rasnow is a senior attorney with the Ventura County Superior Court, and a coordinator of its Self-Help Legal Access Center. She received her undergraduate degree in Women's Studies from the University of California, Berkeley and her J.D. degree from the University of California, Hastings College of the Law in 1983. Prior to working for the court Ms. Rasnow practiced real estate law in Westlake Village. She serves on the California Judicial Council's Task Force on Self-Represented Litigants and the State Bar Standing Committee on the Delivery of Legal Services. She is president-elect of the Ventura County Bar Association and an adjunct professor at the Ventura College of Law, where she has taught advanced legal writing and collaborative law. Ms. Rasnow has authored numerous articles in local newspapers and in professional periodicals on access to justice issues, including a law review article, "Traveling Justice: Providing Court Based Pro Se Assistance to Limited Access Communities," published in the February 2002 Fordham Urban Law Journal.

Faith Rivers serves as the Executive Director of the South Carolina Bar Foundation. The Bar Foundation distributes \$1.6 million a year in grants to programs that provide

civil legal services to the poor, offer law related education, and seek to improve the administration of justice. The Bar Foundation administers the Interest on Lawyers Trust Accounts program, and maintains \$6 million in assets. In addition, Ms. Rivers is an Adjunct Professor in the Government and International Studies Department at the University of South Carolina, where she teaches in the Masters in Public Administration program.

Ms. Rivers began her legal career as a legislative associate at the law firm of Akin, Gump, Strauss, Hauer & Feld in Washington, D.C. The firm represented a fortune 500 client base, and her practice included a variety of legislative matters, such as appropriations and banking regulations, as well as tax, international trade, energy and transportation policies. Ms. Rivers later served as Counsel and Senior Policy Advisor to House of Representatives Democratic Leader Richard A. Gephardt. She handled the federal budget, judiciary issues and social policy for the Democratic Leadership, and served as liaison to members of the Congressional Black Caucus. Ms. Rivers returned to South Carolina in 1996 and served as the first permanent Executive Director of the Williamsburg Enterprise Community Commission, a federal initiative to support economic and community development in selected low-income communities facing structural economic barriers. During her two-year tenure, the organization procured more than \$2 million to support community and economic development activities in the Williamsburg County and Lake City area of South Carolina. She is a native of Charleston, South Carolina, Ms. Rivers received her A.B. from Dartmouth College in 1986 and received her J.D. from the Harvard Law School in 1990.

Randi Ilyse Roth is the executive director of Farmers' Legal Action Group, Inc. (FLAG). She has been a staff attorney there since the organization's start in 1986, and has been director since 1993. Randi's primary substantive areas of work include farm credit, contract farming, and civil rights issues in agriculture. Her activities include speaking at training events for farmers, advocates, and lawyers throughout the United States; designing, researching, and writing extensive training materials; writing articles for publications; testifying before legislative committees; providing backup support to lawyers and paralegals throughout the country; and working as part of a litigation team that handles class action impact litigation. Randi was the primary author of a series of books known as Farmers' Guide to FmHA, which in various forms has sold more than 70,000 copies. Before coming to FLAG, she worked as a staff attorney at the Legal Assistance Foundation of Chicago, where she handled a full array of legal services cases and specialized in housing law.

In January 2000, Randi was appointed by Judge Paul L. Friedman to be the Independent Monitor in *Pigford v. Veneman*, a class-action, civil rights lawsuit brought by a class of approximately 22,000 African-American farmers against the United States Department of Agriculture. The Consent Decree provides that

successful claimants are entitled to monetary and injunctive relief. The Monitor's job includes issuing decisions in response to petitions for Monitor review, attempting to resolve class members' concerns, reporting to the Court and to the Secretary of Agriculture on the implementation of the Decree, and staffing a toll-free phone line for the class and the public. Randi received her law degree cum laude from Northwestern University Law School in Chicago, Illinois, and received her B.A. degree magna cum laude from Yale University in New Haven, Connecticut.

Donald M. Saunders has dedicated the past 25 years to the delivery of quality legal services to poor people, nationally as well as on the local and regional levels. Since February 1995 he has served as Director of the Civil Legal Services Division at NLADA. He previously served as Legislative Counsel for NLADA and the Project Advisory Group from May 1990 through January 1995. Before coming to Washington, DC, he served as the Executive Director of the North Carolina Legal Services Resource Center, a state support backup center, in Raleigh, NC from January 1983 to May 1990. In that capacity, he actively engaged in legislative advocacy and appellate work covering a broad range of issues in housing, employment, disability and civil rights law. From 1976 to 1982, he was a staff attorney in the legal services program in Wilmington and the executive director of the program in Boone, NC. Don received his J.D. from the University of North Carolina School of Law in 1975 and his A.B. in Political Science from the University of North Carolina in 1972.

Sarah Michael Singleton is a shareholder in Montgomery & Andrews, P.A. She received her B.A. from Sarah Lawrence College in 1971 and her J.D. from Indiana University in Bloomington in 1974. During law school, Ms. Singleton served as an editor of the Indiana Law Journal. She graduated magna cum laude and was elected to Order of the Coif. In 1974 Ms. Singleton was admitted to the New Mexico Bar. She is also a member of the Texas Bar. Additionally, Ms. Singleton is admitted to practice before the United States District Court for the District of New Mexico, the Tenth Circuit Court of Appeals, the United States Court of Federal Claims, and the United States Supreme Court. She is a member of the American Bar Association. Ms. Singleton's primary areas of practice are natural resources litigation and employment matters.

Ms. Singleton was President of the State Bar of New Mexico (1995-96) and a member of the Board of Bar Commissioners (1989 - 1997). Ms. Singleton helped form the New Mexico Task Force on Legal Services to the Poor on which she served. Ms. Singleton serves as co-chair of the State Bar's Legal Services and Program Committee, which is the State Bar committee responsible for civil access to justice issues. Ms. Singleton is the State Bar's appointee to the Civil Legal Services Commission, which distributes state funds to organizations serving the legal needs of people living in poverty. Ms. Singleton has previously served on the ABA

Committee on State Justice Initiatives. Ms. Singleton serves on the ABA Standing Committee on Legal Aid and Indigent Defense, and she is the State Bar's representative in the ABA House of Delegates. Ms. Singleton has received the State Bar's Distinguished Service Award, in part for her work on access issues. She has also received a Pioneer Award for her initiative in creating the Lawyer's Care Program, the State Bar of New Mexico's pro bono program dedicated to assisting legal services providers.

Mauricio Vivero is currently the Vice President of Governmental Relations and Public Affairs at the Legal Services Corporation. In this capacity, Mr. Vivero directs LSC's communications with Congress, the Executive Branch, the media, and the general public. Mr. Vivero has distinguished his term at LSC with a direct voice of appeal for civil legal aid for the poor. He has led outreach efforts to raise Congressional awareness of the need for legal services and implemented a strategy to strengthen bipartisan support for LSC. In 1995 he was presented with the American Society of Association Executives' Award of Excellence in Government Relations, and in 1996 he was awarded the Creativity in Public Relations Award (CIPRA) by *Inside PR* magazine for his work in enhancing public awareness of LSC.

Mr. Vivero was born in Havana, Cuba. He received a J.D. from Creighton University in 1993 and a B.A. from Florida International University in 1988. Prior to joining LSC, Mr. Vivero worked in the Governmental Affairs Office of the American Bar Association, where he was Director of Grassroots Lobbying and covered legislative issues related to LSC and labor law. From 1993 to 1995, he served as Director of Leadership Development for the National Council of La Raza, where he assisted many nonprofit organizations in developing and implementing local grassroots advocacy efforts. Mr. Vivero has served as a board member for the Hispanic National Bar Association and is currently Special Adviser to the ABA Immigration Pro Bono and Bar Activation Project.

James Wayne is the Executive Director of Capital Area Legal Services Corporation in Baton Rouge, Louisiana. He has worked tirelessly to serve those in need in Louisiana, especially those in the severely under-served rural areas. In 1977, Mr. Wayne initiated the first rural program for legal services, the Bayou Lafourche Legal Services, and was its Director until 1979. In 1991, he was named the Executive Director of CALSC during a difficult period for the organization.

Mr. Wayne has been involved in many organizations including: Kappa Alpha Psi Fraternity, Inc., NAACP, Prince Hall Masonic, Vietnam Veterans Association, Woodrow Wilson Fellowship, Deacon at St. Phillip Baptist Church, Coach YMCA Youth Baseball, Louisiana State Bar Association, Baton Rouge Bar Association and the National Bar Association. In 1992 he was elected President of the Southeastern Project Directors Association (SEPDA) – which covers 10 states. He was the recipient of the Baton Rouge Bar Association President's Award given to outstanding

Project Directors. He also serves on the Membership and Pro Bono Committees of the Baton Rouge Baton Rouge Bar Association and on the Louisiana Bar Association's Legislative Committee and as a Court-Appointed Special Advocate (CASA).

Herb Whitaker graduated from Louisiana State University School of Law in 1977. After clerking for a state district court judge for one year, he began working in a legal services field office in 1978. He has continued legal services work ever since. He began with Acadiana Legal Services Corporation as a staff attorney and managing attorney when the program was just beginning. In 1984, he worked as a managing attorney with Micronesian Legal Services Corporation – first in Truk Lagoon in the Federated States of Micronesia and later in Saipan in the Commonwealth of the Northern Marianas. In 1989 he relocated to the mainland to work with Legal Services of Northern California as the Managing Attorney in the Mother Lode Regional Office.

Herb has two children who were born in Saipan. His wife is a yoga instructor and owns her own yoga studio. When he's not chasing his kids around or doing yoga with his wife, he likes to practice Tai Chi, basketball, play music and hike in the beautiful American River Canyon.

Jill Willett operates a child care service in Lincoln, Nebraska. She has served as a client eligible member of a Board of Directors since 1990. Ms. Willett was recently invited to Washington D.C. by the Legal Services Corporation to speak to the LSC Board about her personal story and experience with Nebraska Legal Services. Ms. Willett is also a member of the Housing Authority Advisory Committee.

Steven Xanthopoulos is the director of West Tennessee Legal Services (WTLS) and has worked in legal services programs serving rural communities since 1974. During this time he has served on the boards of numerous organizations from local to national, including PAG, MIE and the Fundraising project; served as a consultant focusing on rural delivery issues for a number of organizations and has worked on local, statewide and multi-state collaboratives that provide advocacy and services for low income communities. WTLS is an innovative organization that provides a wide range of comprehensive programs in partnership with a variety of organizations.

Randi Youells is Vice President for programs. In this capacity, she is the Legal Services Corporation's top program official charged with overseeing LSC's Offices of Program Performance and Information Management. In her capacity, she oversees the competitive grants process by which LSC funds are awarded, the delivery of legal

services in all 50 states, and the collection and dissemination of program data on recipients of LSC funds. Ms. Youells was appointed to her position in January 2000 after accumulating extensive experience working in the legal services field since 1978. She served a key adviser in LSC's state planning initiative charged with creating comprehensive statewide civil equal justice systems. Ms. Youells field experience includes work performed for LSC-funded programs in Iowa, Michigan, Nebraska, New Jersey, Ohio, and Washington state. She has directed two programs - serving as Executive Director for Legal Services Corporation of Iowa and Interim Executive Director for Camden Regional Legal Services in New Jersey.

Linda Zazove is Deputy Director of Land of Lincoln Legal Assistance Foundation, Inc., a legal aid program serving 65 counties in central and southern Illinois. Her responsibilities include strategic planning, resource development, pro bono supervision, and centralized intake design and implementation. She has worked in legal services for over 20 years. She is President of the Board of the Illinois Technology Center for Law and the Public Interest and serves on the Advisory Board of the National Technology Assistance Project. She chairs the Legal Services Project of the ABA Section of Litigation and is a member of the Pro Bono Working Group of the Illinois Coalition for Equal Justice.